EXECUTIVE OFFICERS MEETING NOVEMBER 16, 1989

Present: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P.s Lydon, Faherty and Farmer

The request to purchase tickets for a reception to meet Gail Sheehy and John G. Healey was tabled.

The request for contribution for the members of Machinists District 751 for their hardships which are happening because of Boeing Company was tabled but referred for future newsletter.

The request from C.A.R.D., Citizens Against Reverse Discrimination for financial contributions was tabled.

The request to purchase tickets for 1989 Absolut Models for Boston which is a benefit for Shelters for the homeless was tabled because we have our own projects.

MMS to purchase a \$200 ad for the Testimonial Booklet commemmorating a testimonial for Bob Illig from IBEW Local 7. So voted.

The information submitted from Spaulding Associates for Benefit Improvement/Cost Study information was taken under advisement.

MMS to take 1/2 page ad (\$250) for IBEW Local 103. So voted.

EXECUTIVE OFFICERS MINUTES DECEMBER 7, 1989

PRESENT: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P. Lydon and Exec. V.P. Faherty

ABSENT: Exec. V.P. Farmer (ub)

MMS to contribute \$100 to Health Care For All. So voted.

Refer request from Sondra Stein, Commonwealth Literacy Campaign to appoint a replacement for Carl Proper to the Education Committee. So voted.

MMS to file material on the Labor Vacations for further study. So voted.

Material on the 36th Annual Employee Benefits Conference - Filed.

Request to have Pres. Osborn attend a meeting in Washington, D.C. to discuss the creation of the National Advocacy Organization sponsored by Liberty Mutual - Filed - Send regrets.

MMS to appoint a committee to start planning activities for the Workers Memorial Day being held on April 28, 1990 per request of Pres. Kirkland. So voted.

Request from Family Service of Gr. Boston for contribution - Filed.

Request from Boston Bank of Commerce for financial gift to the "Lou Rawles Parade of Stars" telethon to benefit the 1989 campaign of the United Negro College Fund - Filed.

MMS to refer to Leg. Dir. Foley a recommendation to file per request from the United Paperworkers Int'l. Union Political Education Program HR 2617. So voted.

MMS to purchase one ticket for the banquet for the Twentieth Anniversary Dinner on behalf of the Archdiocesan Housing Program. So voted.

Request to purchase tickets to Eyes on the Prize II: America at the Racial Crossroads sponsored by the Museum of Afro American History - Filed.

MMS to renew subscription to <u>Labor Heritage</u> for Vice Presidents and staff. So voted.

Request to purchase subscription to the Labor Page - Filed.

MMS to refer material from the Women in Building Trades to Exec. V.P. Farmer. So voted.

MMS to purchase tickets for the Publik House Christmas Party for the Children's Hospital - handle same as last year. So voted.

You are cordially invited to meet
Gail Sheehy and John G. Healey
at a reception
immediately following
the Old South Church ceremony

Wednesday, December 6, 1989 From 8:30 p.m. to 10:00 p.m.

at

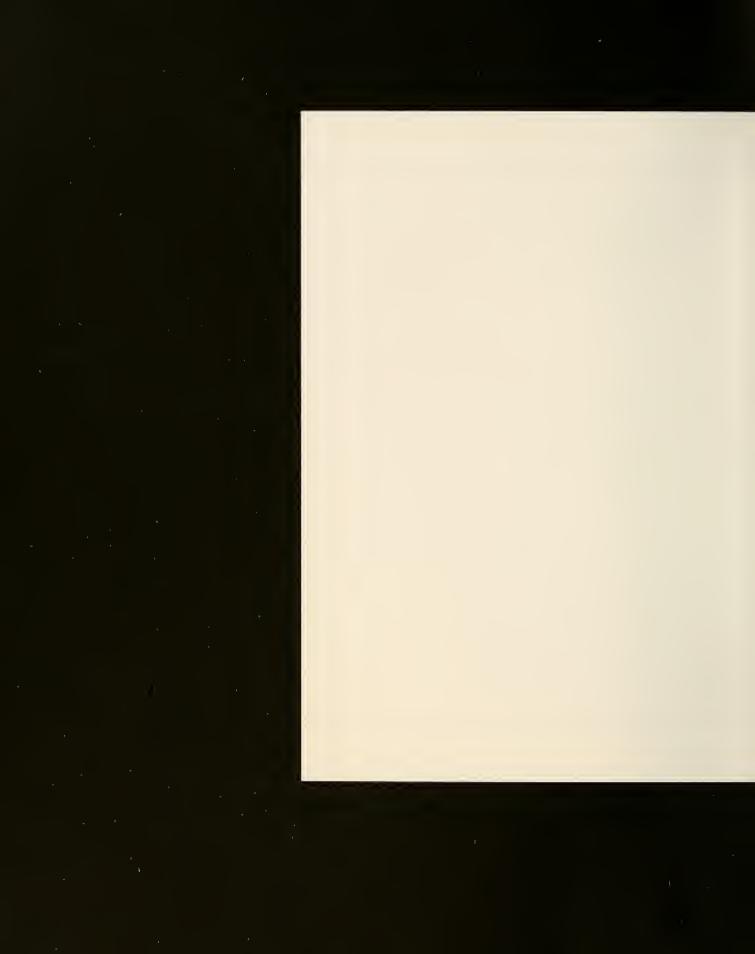
The French Library

53 Marlborough Street

Boston

By invitation only R.S.V.P.

Informal dress



The Officers and Directors of the Greater Boston Chamber of Commerce Cordially Invite You to the Chamber's,

## Annual Government Reception

Monday, December 11, 1989 5:00 - 7:00 p.m. Anthony's Pier 4 William F. Connell, Chairman Iames L. Sullivan, President

\$35 Per Person R.S.V.P. Card Enclosed Tickets for reservations received after December 6, 1989 will be held at the door





### HONORARY COMMITTEE

Marjorie Arons-Barron

Rosanne K. Bacon

Anne Bernays

Derek Bok

Reverend Vernon E. Carter

Robert Coles

John A. Curry

Alan Dershowitz

Martin Deutsch

The Honorable Michael S. Dukakis

Kitty Dukakis

Jerry Dunfey

Clara Garcia

Jerome Grossman

Henry Hampton

Evelyn E. Handler

Scott Harshbarger

Arnold Hiatt

Eliot Hubbard III

Willard R. Johnson

Anna Faith Jones

Al Kaneb

John A. Kaneb

Justin Kaplan

The Honorable Edward M. Kennedy

Kerry Kennedy

Charles Laquidara

Robert J. Lurtsema

The Honorable Edward J. Markey

Jean Mayer Gail Mazur

Michael Mazur

Margaret McKenna

Rabbi Bernard H. Mehlman

The Honorable Joe Moakley

Reverend J. Donald Monan, S. J.

Maud Morgan

The Honorable Evelyn F. Murphy

William Novak

Arthur R. Osborn

John W. Roberts

Leo Sarkisian

Gordon J. Schultz

The Honorable Susan D. Schur

Reverend Carl Scovel

The Honorable James Shannon

John Shattuck

Pam Solo

Reverend Charles R. Stith

Cathleen Douglas Stone

Philippe Villers

Jerome B. Wiesner

James D. Williams

Tatiana Yankelevich

Robert Zevin

Special thanks to T. Jefferson Coolidge for helping to underwrite this event.

Amnesty International USA

invites you to celebrate

**Human Rights Day** 

Welcome by James W. Crawford Senior Minister, Old South Church

Keynote Remarks
"The Plight of Political Refugees"
Gail Sheehy

author, Passages, Spirit of Survival, and Character: America's Search for Leadership

Testimony
Armando Ramos
Salvadoran Human Rights Activist
Granted Political Asylum in the United States in 1988

Yang Yi Student and Journalist from Beijing

> John G. Healey Executive Director, AIUSA

> > Music Fortaleza

Wednesday, December 6, 1989 7:00 p.m.

Old South Church in Boston 645 Boylston Street, Copley Square

Old South Church ceremony Open to the Public French Library reception afterward By invitation only

Boston area student groups of Amnesty International will be holding a Write-A-Thon in defense of prisoners of conscience beginning at 4:00 p.m. in the Old South Church.

Amnesty International is a worldwide movement of people acting on the conviction that governments must not deny individuals their basic human rights. The organization was awarded the 1977 Nobel Peace Prize for its efforts to promote global observance of the United Nations' Universal Declaration of Human Rights.

Amnesty International works specifically for:

- the release of prisoners of conscience—men, women, and children imprisoned for their beliefs, color, sex, ethnic origin, language, or religion, provided they have neither used nor advocated violence;
- fair and prompt trials for all political prisoners;
- an end to torture and executions in all cases.



Amnesty International USA Northeast Regional Office 58 Day Street Somerville, MA 02144 (617) 623-0202



# Washington State Labor Council, AFL-C10

LAWRENCE KENNEY, President • Al. Brisbois, Secretary-Treasurer
201 Elliott Avenue West, Suite, 410
Seattle, Washington 98119
Telephone: (206) 281-8901
Toll Free In Washington State: 1-800-542-0904

November 7, 1989

Dear Union Brothers and Sisters:

It has become clear that the Boeing Company is waging a war of attrition against the union members of Machinists District Lodge 751. Corporate negotiators returned to the bargaining table this week with a phony "improved" offer financed by cutting cost-of-living adjustments and by requiring co-payments for members covered by HMO health care plans.

The Boeing strategy poses the threat of a long strike that will last through this year's holiday season. Many of the striking union machinists will have a tough time lasting through a long strike. They need your help to meet their emergency needs.

Please donate what you can and send it to:

District 751 Emergency Hardship Fund 9125 15th Place South Seattle, WA 98108-5122

If you prefer, you can call the union health and welfare office at 206-763-1300 and cooperate in their Adopt-A-Family program. Your contributions will help a union family with special problems get through the coming holiday season.

Thank you for your support and solidarity.

In Unity,

Lawrence Kenney

President

grow RJ.H-



# Support A Union Family On Strike

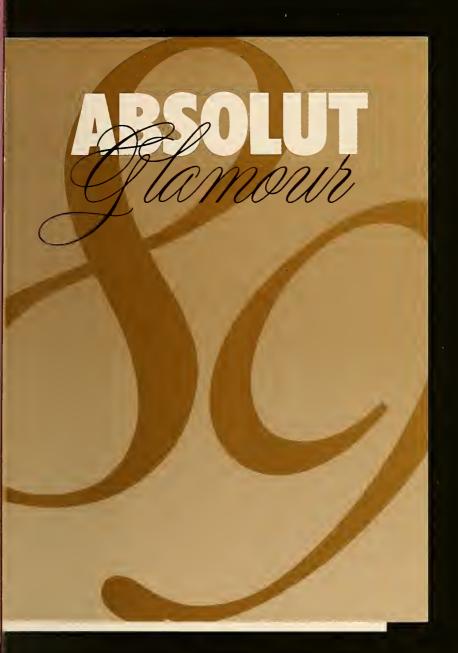
poorer in our country. Help defend the middle-class and build a working people. The rich are getting richer and the poor are getting better future for working families. Union wages provide the competitive standard for the wages of all

that is struggling to win this strike. Send donations to: serves to withstand a set-back. Your donation could help a family are holding their own during this hardship, but some lack the re-58,000 Boeing workers are on strike for fair treatment. Most strikers

Aerospace Machinists District 751
Strike Hardship Fund
9125 15th Place South
Seattle, WA 98108

opeiu 8/af1-cio





### **Executive Benefit Committee**

Honorable Raymond L. Flynn	Carol Nashe	Jim Dunn		
Michel Roux	Phillip W. Johnston	Sunny Jo White Ami Heart Carla Bennett Meryl Langbort		
S. James Coppersmith	Patrick Lyons			
Patrick J. Purcell	John Lyons and			
Jo Somers	Gino Ruotolo	David Josef		
Janet Chute	Sandy Poirier	Rick Russo		
Candy Ford	David Nicholas	Craig Sutton		
George Pessotti	Dona Duehler	Beverlee Prater		
Giacomo Di Rado	Anthony Ferrara	Carrie McLellan		
Diego Messina	Henry Israel Denise Hajjar	Jean Renard		
	35			

Sandra L. Blevins, Chairperson

Silent auction including original artwork commissioned for this event by Noel Suarez of D'Noel Gallery.

Artist will sign commemorative posters.

All proceeds to benefit WCVB Channel 5's Project Shelter and the Massachusetts Coalition for the Homeless.

For more information please call (617) 730-7404.

You are cordially invited to
The 1989 Absolut
Models for Boston
Benefit for the Homeless
Wednesday, November 15, 1989

ai

CITI Nightclub 15 Lansdowne Street, Boston Tickets \$40

Doors open at 8:00 p.m.

Reception 8:00 – 9:30 p.m. and, at 9:30,
A glamour fashion show featuring:

Designers Anthony Ferrara, Denise Hajjar
And from Copley Place the Caché, Cignal,
and North Beach fall collections

Along with the 1989–90 Absolut Fashions
Plus New England premiere of
the richest dress in the world
Accompanied by

an electrifying laser presentation from Image Engineering

Tickets available by RSVP,

Ticketmaster — 787-8000, or at
the door.

Hors d'oeuvres Creative dress Garage/valet parking

### Special Thanks

**Printing Preparation** 

Congraf

Copy

RileySmith & Company

Printing

Acme Printing Co., Inc.

Type

Graphic Typesetting Wrightson Typographers

Paper Carter Rice Envelope Printing Hub Mail Advertising

Graphic Design

Mary Sorenson, Irma S. Mann, Strategic Marketing, Inc.

Sponsored in part by Channel 5, Kiss 108, and the Boston Herald.

This benefit has been underwritten by Carillon Importers Ltd., Teaneck, NJ, exclusive importers of Absolut vodka. Models for Boston 304 Newbury Street, Suite 224 Boston, Massachusetts 0 2 1 1 6

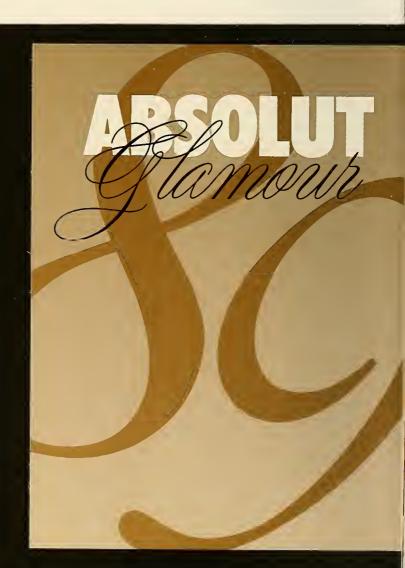
# RSVP

YES! I will attend the Models for Boston Benefit.
Please reserve tickets @ \$40 each.*
\$ (amount enclosed)
☐ I will be unable to attend the benefit but wish
to make a contribution.**
\$ (amount enclosed)
Make tax-deductible checks payable to:
Models for Boston
304 Newbury Street, Suite 224
Boston, Massachusetts
0 2 1 1 6

\*Tickets will be held in your name at the door.
You must be over 21 to attend.

\*\*Corporate donations available.

Reservations due by November 10, 1989.



Spaulding Associates, inc.

Actuaries and Employee Benefit Consultants

H. Edward Spaulding, president

November 6, 1989

Mr. Robert J. Haynes Secretary-Treasurer Massachusetts/AFL-CIO Pension Trust 8 Beacon Street, 3rd Floor Boston, MA 02108

Dear Bob:

We have prepared the Benefit Improvement/Cost Study information you requested over the telephone last week. You will note that we used the January 1, 1989 actuarial valuation data and assumptions for the study result purposes.

We have shown the current plan costs for your ease of reference purposes. The information shown in the column under the heading of <a href="CURRENT PLAN">CURRENT PLAN</a> is in your January 1, 1989 valuation report.

The Total Contribution line is the one on which you will immediately want to focus. The current plan annual cost with the unfunded accrued liability amortized over 12 years is \$49,134. This information is on page 6 of your January 1, 1989 actuarial valuation report.

The annual cost or Total Contribution increases to \$66,430 with an increase from 50% to 60%. The annual cost or Total Contribution increases from \$49,134 to \$56,694 if the Early Retirement factors are reduced from 1/6 of 1% per month (2% per year) from age 60 to 65 to 1/12 of 1% per month (1% per year) from age 60 to 65. If both improvements are made the annual cost or Total Contribution increases to \$74,585.

I look forward to discussion of this report with you over the telephone not later than the morning of November 10, 1989.

Best personal regards.

Sincerely,

H. Edward Spaulding

President

HES/blv

Enclosure

ů.		

# Spaulding Associates, inc. Actuaries and Employee Benefit Consultants

November 6, 1989

### MASSACHUSETTS/AFL-CIO PENSION TRUST

### BENEFIT IMPROVEMENT/COST STUDY\*

	CURR	ENT PLAN	PROP	OSED CHANGE I	PROPO	SED CHANGE II	PROPOSE	CHANGE III
	Bene bene a ma year comp 3 hi	al Retirement fit - 5% times fit service to ximum of 10 s or 50% of ensation over ghest years inal 10.	Bene bene a mar year compo	al Retirement fit - 5% times fit service to ximum of 12 s or 60% of ensation over ghest years inal 10.	reduc of 1% age 6 1/12	Retirement tion from 1/6 per month 0 to 65 to of 1% per age 60 to	I a	and II.
Present Value of Benefits	\$1	,344,882	\$1	,536,157	\$1	,389,829	\$1	,590,068
Unfunded Accrued Liability	\$	73,671	\$	149,186	\$	116,438	\$	188,501
Assets	\$	671,754	\$	671,754	\$	671,754	\$	671,754
Present Value of Future Normal Cost	\$	600,057	\$	715,217	\$	601,637	\$	729,813
Present Value of Future Salaries	\$4	,887,334	\$4	,877,308	\$4	,641,300	\$4	,641,300
Annual Salary of Participants	\$	325,394	\$	325,394	\$	325,394	\$	325,394
Normal Cost	\$	39,951	\$	47,832	\$	42,179	\$	51,086
12 Year Amortization of Unfunded Liabilit		9,183	\$	18,598	\$	14,515	\$	23,499
Total Contribution	\$	49,134	\$	66,430	\$	56,694	\$	74,585
Vested Benefit Liability	\$	857,153	\$	857,153	\$	883,481	\$	883,481
Non-Vested Benefit Liability	\$	15,713	\$	15,713	\$	16,605	\$	16,605
Total Accrued Benefit Liability	\$	872,866	\$	872,866	\$	900,086	\$	900,086
Assets	\$	671,754	\$	671,754	\$	671,754	\$	671,754

<sup>\*</sup>January 1, 1989 actuarial valuation data and assumptions.

384 Acushnet Avenue • New Bedford • MA 02740 • 508-996-3378



Ex Zoznal

C.A.R.D. 492 East Broadway Box 297 So. Boston, MA 02127 (617) 268 - 4779

Nov. 3, 1989

AFL/CIO 8 Beacon St. Boston, Ma 02108

Attn:

Mr. Arthur Osborn

President

Dear Mr. Osborn,

My name is Larry Mackin and I am the spokesman for C.A.R.D. - Citizens Against Reverse Discrimination. We have formed this committee, in order to challenge, in court, the city of Boston on its current hiring practices in regard to the Boston Fire Department. The committee is made up of civil service applicants for the Boston Fire Department, all of whom scored a perfect 100% on the written exam.

The recent Supreme Court decision in a Birmingham, Alabama case has opened the door for non-minority citizens, such as ourselves, to bring suit against our local government if we believe our civil rights have been violated, which we do. At present, the Boston Fire Department is hiring minority candidates with test scores measurably lower than their non-minority counterparts. We feel this is not only unfair to those applicants passed over, but is also doing this city and its residents a great injustice by hiring the least qualified people for these all important public safety positions.

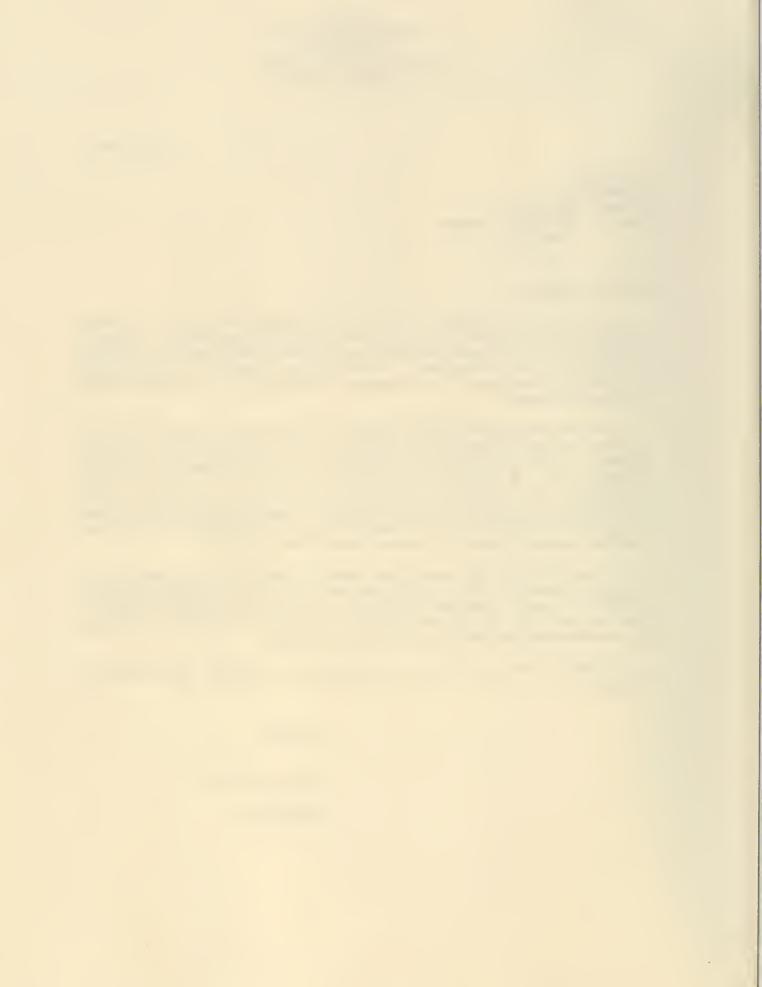
Because of the magnitude of this lawsuit, we project our legal expenses to be quite substantial. We are asking you, Mr. Osborn, and the members of the AFL/CIO, to make a financial contribution (of any size), if possible, to help us pay our expenses. So please, send your check or money order to Citizens Against Reverse Discrimination at the above address.

Thank you for your time and consideration. We greatly appreciate your support.

Sincerely,

Larry Mackin

Jarry Brack



EXECUTIVE OFFICERS MEETING

NOVEMBER 16, 1989

THINGS TO DISCUSS

Request to purchase tickets for a reception to meet Gail Sheehy and John G. Healey.

Request for contributions for the members of Machinists District 751 because of hardships that are happening because of Boeing Company. Request from Washington State Labor Council, AFL/CIO. TABLE FOR FINE NEWSLETTE

Request from C.A.R.D. - Citizens Against Discrimination for financial contributions to cover legal expenses. The

Request to purchase tickets for 1989 Absolut Models for Boston benefits for WCVB Channel 5's Project Shelter and the Massachusetts Coalition for the Homeless.

Request to purchase an ad in the Testimonial Booklet commenorating a Testimonial Roast for Bob Illig, IBEW Local 7. 4 200 10 .

From Spaulding Associates as requested the Benefit Improvement/Cost Study information. TARE UNDEN ADVISEMENT

IBEN TO 103 Pg. 250

Thin yell.

